

INFANTRY CAREER NOTES



RESERVE OFFICER PERSONNEL MANAGEMENT ACT

The Reserve Officer Personnel Management Act (ROPMA) was signed into law in October 1994 and is scheduled to take effect on 1 October 1996. The act revises and modernizes the statutes that relate to the appointment, promotion, retention, and separation of U.S. Army Reserve commissioned officers.

The following are some of its key provisions:

Promotions. The Secretary of the Army will be authorized to permit "below-the-zone" promotions for top performers. Under current law, he can only establish a promotion zone for each grade and competitive category.

Boards considering officers for promotion to captain and above will select only the "best-qualified" officers, instead of those who meet the current "fully qualified" criteria. An officer who is twice passed over for promotion to captain, major, or lieutenant colonel may be removed from active status. (A nonselection to the rank of colonel is not considered a pass-over.) This "best-qualified" system will allow the Army Reserve to set selection ceilings and rank officers on an order-of-merit list.

Officers will no longer be required to meet time-in-service standards. Position vacancy promotions similar to the current unit vacancy promotion system will be extended to any officer in active status, permitting accelerated promotions.

Reserve Active Status List. ROPMA establishes a Reserve Active

Status List (RASL) of Individual Ready Reserve (IRR), Troop Program Unit (TPU), Active Guard Reserve (AGR), and Individual Mobilization Augmentee (IMA) officers by date of rank for the purpose of promotion.

Officers in the IRR will be promoted on their promotion eligibility dates, but AGR and TPU officers will need to occupy slots in that next higher rank before they can be promoted, unless they transfer to the IRR.

Voluntary Delay of Promotions. The Secretary will have authority to approve an officer's request for delay of promotion for up to three years (instead of the current one year without penalty), after which time the officer must either accept or decline it. An officer who declines after that period will be considered to have failed selection for promotion and will have to go before a second promotion board to regain eligibility.

Selective Continuation. ROPMA provides for selective continuation authority, which will permit officers to remain on the active status list who would otherwise be removed—either because they have twice failed to be selected for promotion or because of total years of commissioned service.

Selective Early Removal Boards. All officers with more than 30 years of total commissioned service or 20 years of satisfactory commissioned service for retirement may be involuntarily separated early.

Special Selection Boards. Special selection boards will be authorized to consider officers who have been omitted from consideration, or not selected for

promotion, because of an administrative error or omission in record.

Constructive Service Credit. The constructive time-in-grade credit for education and experience given to professionals with special skills—Judge Advocate General officers, medical department officers, and chaplains—will no longer be used in computing their maximum years of service.

The enactment of ROPMA is the first comprehensive overhaul of Reserve officer personnel management statutes since 1954. It parallels the 1980 Defense Officer Personnel Management Act (DOPMA), which governs the careers of active-duty commissioned officers, ensuring that personnel management policies for Reserve officers will be compatible with those of active duty officers. *(This item has been adapted from an article in Army Reserve Magazine, Fall 1994, pages 5-6.)*

OREGON ARNG LOOKING FOR INFANTRYMEN

The Oregon Army National Guard's 41st Infantry Brigade, recently designated an "enhanced" brigade, is looking for highly motivated infantrymen to serve in units throughout the state.

The brigade has a civilian career support program that will help new soldiers find good jobs.

For further information, anyone who is interested may call the brigade recruiting office at 1-800-255-2764 or DSN 638-5110.